

Staff Equality Data 2012 - 2013

CURRENT STAFF

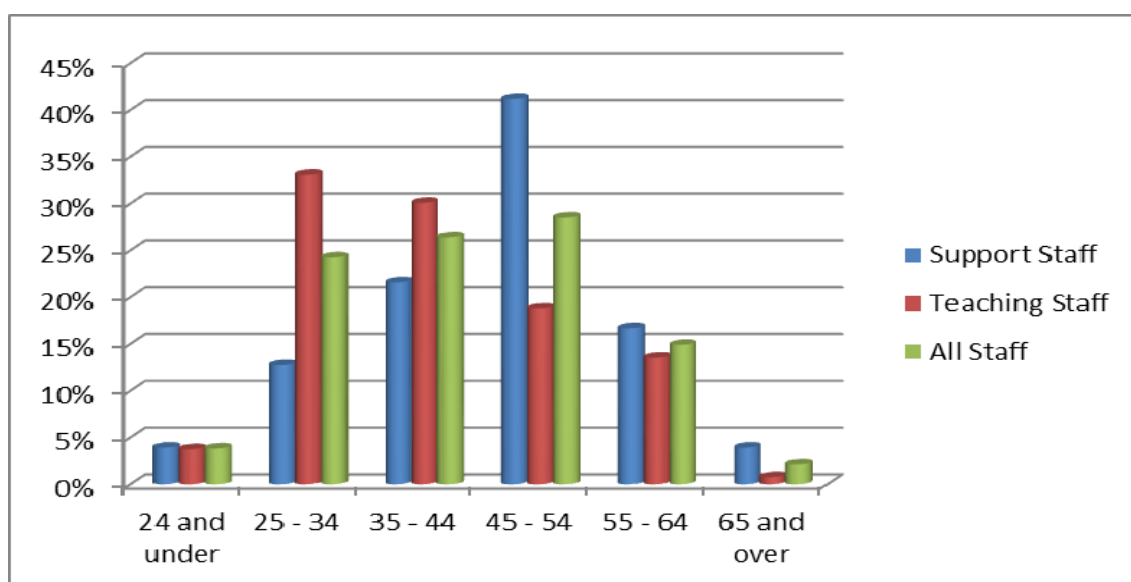
1. WORKFORCE DIVERSITY

(Figures reflect actual headcount not FTE)

1.1 Age Distribution

	Support Staff		Teaching Staff		Total %	Total Number
	%	Number	%	Number		
24 and under	4%	4	4%	5	4%	9
25 - 34	13%	13	33%	44	24%	57
35 - 44	22%	22	30%	40	26%	62
45 - 54	41%	42	19%	25	29%	67
55 - 64	17%	17	14%	18	15%	35
65 and over	4%	4	1%	1	2%	5
Grand Total	1	102	1	133	1	235

1.2 Age Distribution %

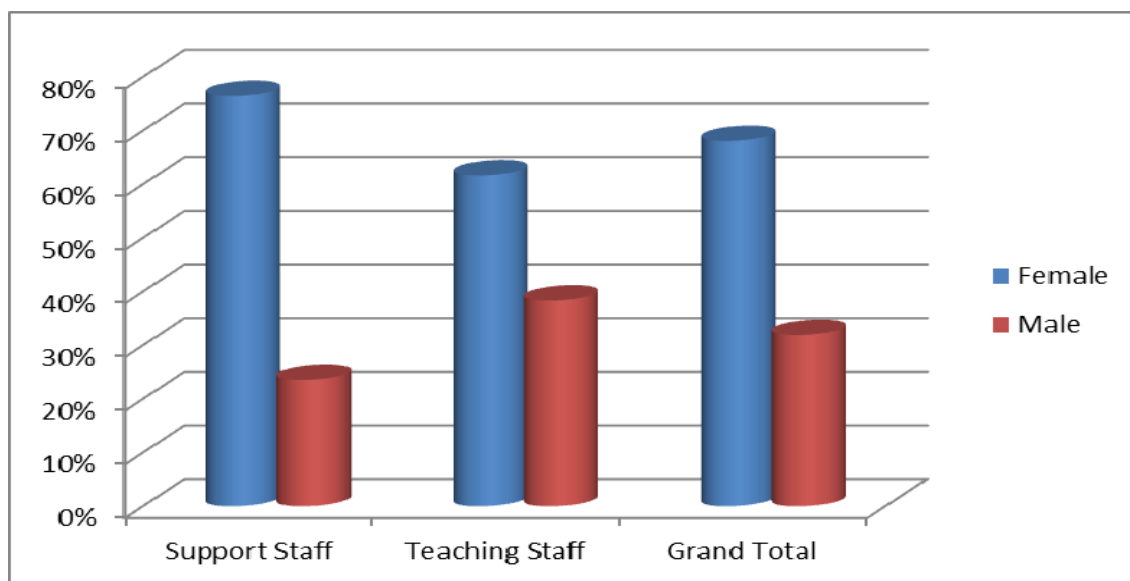


1.3 Gender Distribution

Gender Distribution	Female		Male		Total %	Total Number
	%	Number	%	Number		
Support Staff	76%	78	24%	24	100%	102
Teaching Staff	62%	82	38%	51	100%	133
Grand Total	68%	160	32%	75	100%	235

This is slightly lower than the national figures that show that 72.99% of staff in secondary schools are female.

1.4 Gender Distribution %

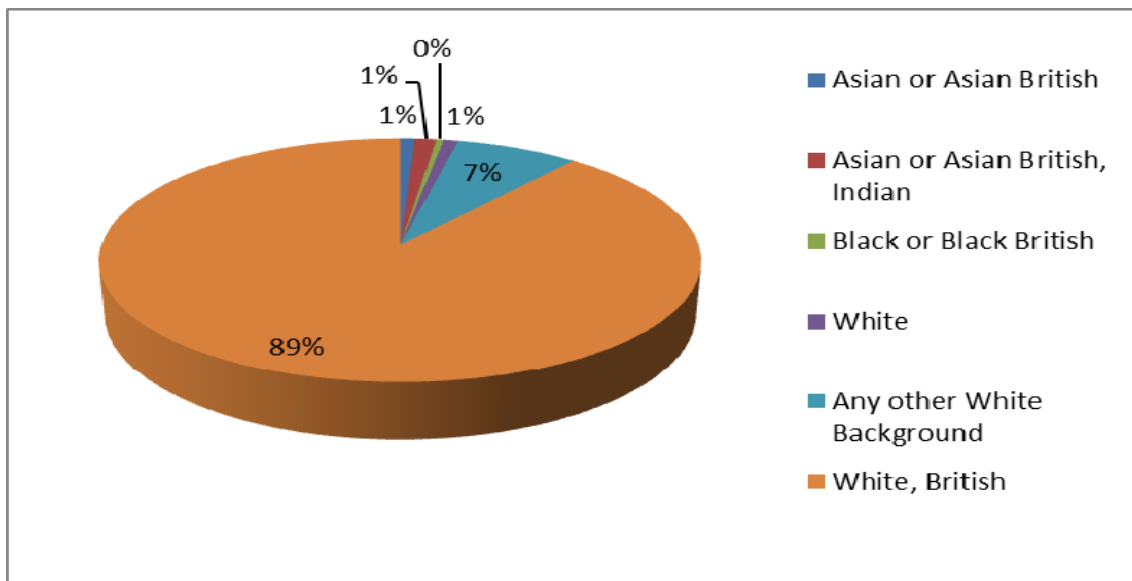


1.5 Ethnicity Distribution

Of those who gave the data:

	Support Staff		Teaching staff		All Staff	Total %
Row Labels	Number	%	Number	%		
Asian or Asian British	1	1%	1	1%	2	1%
Asian or Asian British, Indian	1	1%	2	2%	3	1%
Black or Black British		0%	1	1%	1	0%
White	1	1%	1	1%	2	1%
Any other White Background	7	7%	10	8%	17	7%
White, British	90	90%	112	88%	202	89%
Grand Total	100	100%	127	100%	227	100%

1.6 Ethnicity Distribution %



Our ethnicity distribution is very similar to the national figures. According to the School Workforce Census 2010 (there does not appear to be a more recent public release of the data), 90.2% of male teachers and 90.4% of female teachers were from White British or White Irish origin. The figures for support staff were only marginally lower: 87.2% of male support staff and 89.9% female staff in support roles were White British or White Irish.

1.7 Disability

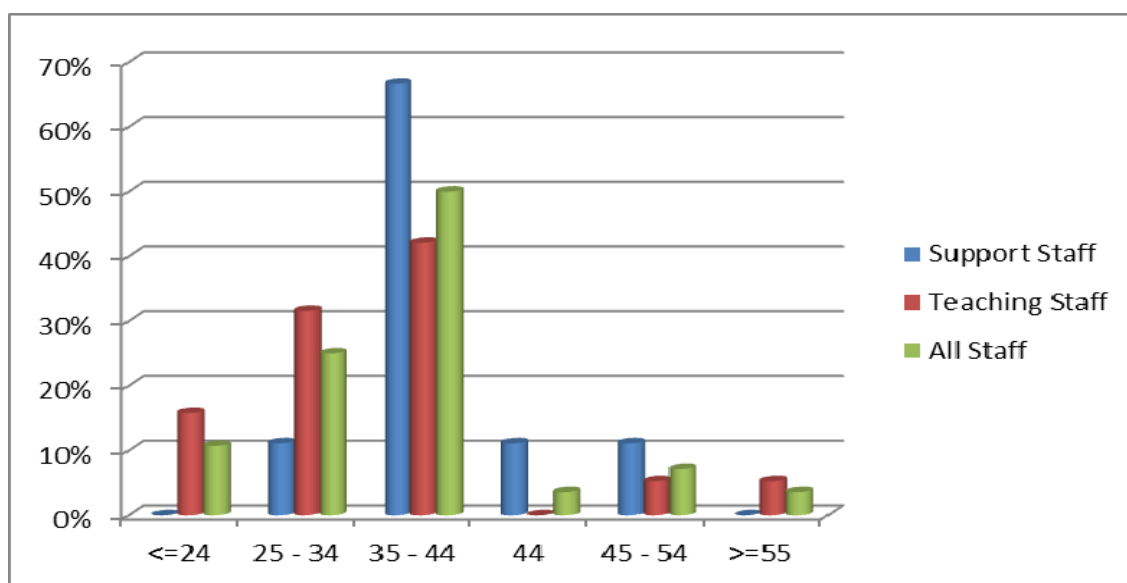
There are approximately 10 million people in the UK with a disability, this equates to around 18% of the population. Estimates show that 1 in 3 people in the UK either have a disability or are close to or caring for someone who does.

Our sources of data about disability are pre-employment questionnaires and declaration by employees including cases where the School put reasonable adjustments in place to accommodate the medical condition of members of staff. 1.3% of our current staff have a condition that is considered to have a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.

2. New Starters
2.1 Age

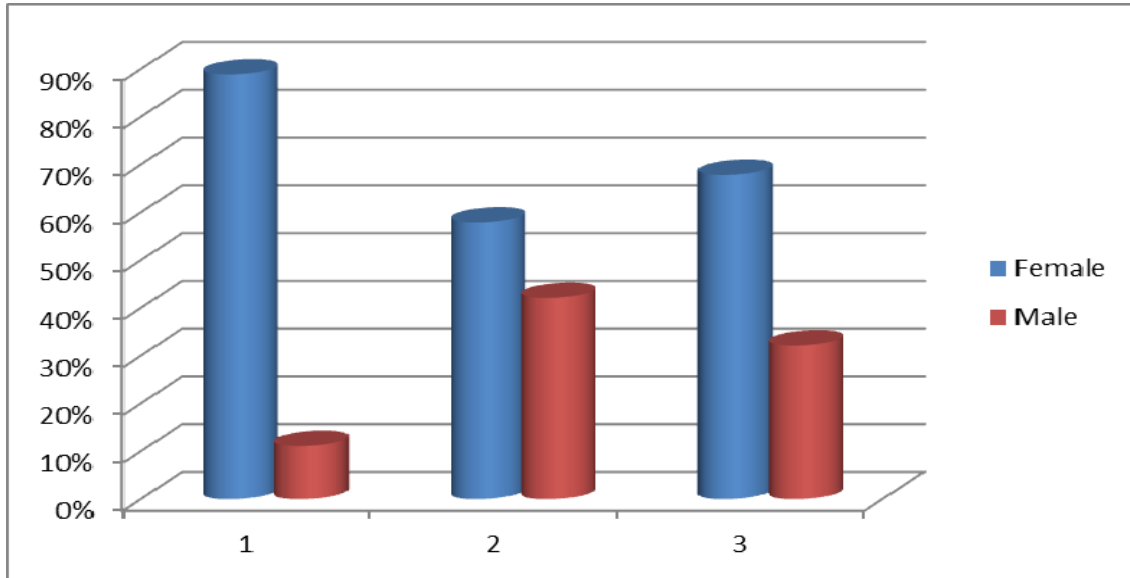
	Support Staff		Teaching Staff		All Staff	
Row Labels	Number	%	Count of Age	Count of Age2	Number	%
<=24		0%	3	16%	3	0.1071428571
25 - 34	1	11%	6	32%	7	0.2500000000
35 - 44	6	67%	8	42%	14	0.5000000000
44	1	11%		0%	1	0.0357142857
45 - 54	1	11%	1	5%	2	0.0714285714
>=55		0%	1	5%	1	0.0357142857
Grand Total	9	100%	19	100%	28	1.0000000000

Age Distribution %



2.2 Gender

	Support Staff		Teaching Staff		All Staff		% total
	Number	%	Number	%			
Female	8	89%	11	58%	19	68%	
Male	1	11%	8	42%	9	32%	
Grand Total	9	100%	19	100%	28	100%	



2.3 Ethnicity

	Support Staff		Teaching Staff		All Staff		All Staff	
	Number	%	Number	%	Number	%		
White		0%	1	7%	1	4%		
White, any other White Background	1	11%	5	36%	6	26%		
White, British	8	89%	8	57%	16	70%		
Grand Total	9	100%	14	100%	23	100%		

